



DEPARTMENT OF VETERANS AFFAIRS
WASHINGTON, DC 20420

DIVERSITY@WORK

A PUBLICATION OF THE OFFICE OF DIVERSITY MANAGEMENT & EEO (DM&EEO)

VOLUME 1, ISSUE 4

MAY/JUNE 2002

Q&A: DEPUTY SECRETARY LEO S. MACKAY, JR.



Dr. Mackay spoke with us recently about workforce diversity. He looks to the past, present, and future to reveal a vision that encompasses all VA employees.

Q: What have you found to be effective means of achieving workforce diversity?

Dr. Mackay: Workforce diversity is more than numbers. More important is a positive, affirming workplace built on recruitment, development, and enforcement. Employees need quality tools and programs to help them prepare and succeed, though the tools and programs needed may differ from person to person. What doesn't change are the standards. The military is a prime example of that. At the Naval Academy, for instance, cadets must pass a mile-long swim test in clothing. Those who don't pass on the first try aren't tossed out; they're coached and

provided training so they can succeed. To translate that to the workplace, organizations owe their workers clear-cut criteria to meet standards and a willingness to partner to meet those standards.

Q: What's our greatest challenge to diversity?

Dr. Mackay: We need to improve in recruiting and in providing a positive work environment--and we will. It's important to provide opportunities that help all staff prepare for greater leadership positions. Our workforce succession planning efforts are an important element in furthering that goal. As managers, we can create a positive, affirming environment that welcomes fellow employees and conveys a quality workplace that values training and communication. There's also a generational issue. As our "leading edge" begins to retire, managers need to consider attracting talent from the private sector in such areas as health sciences, information technology, and engineering.

Next issue: Dr. Mackay offers advice on scaling the VA leadership ranks.

In this issue:

FIELD NOTES News You Can Use	2
SPOTLIGHT White House Executive Order 13216	2
INSIDE STORY How To Get Started Using VSSC Data	3
SPECIAL EMPHASIS Amarillo Disabilities Employment Program	3
DM&EEO ONLINE	4
CALENDAR	4

CELEBRATE!

National Asian Pacific American Heritage Month

VA proudly joins the Nation in celebrating Asian Pacific American Heritage Month in May. This year's theme is "Unity in Freedom."

In June 1977, Representatives Frank Horton of New York and Norman Y. Mineta of California introduced a House resolution that called upon the President to proclaim the first 10 days of May as Asian Pacific American Heritage Week.

President Jimmy Carter signed a joint resolution declaring May 4-10, 1979, as the first Asian Pacific American Heritage Week. In 1990, President George H. W. Bush expanded the celebration to the entire month.

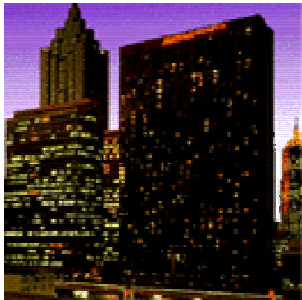
For more information on VA's National Asian American and Pacific Islander Program, contact Carolyn Wong at (202) 273-8924.

Bookmarks

- Wing Luke Asian Museum
www.wingluke.org
- Hispanic Association of Colleges and Universities
www.hacu.net
- VA Section 508 site
www.va.gov/accessible
- American Indian Heritage Foundation
www.indians.org/aihf
- National Association for the Advancement of Colored People
www.naacp.org
- National Organization for Women
www.now.org

FIELD NOTES

News You Can Use



National Leaders' Conference Time!

When: July 15–18, 2002

Where: Atlanta Marriott Marquis

Three divisions of the Office of Human Resources and Administration are sponsoring this year's conference that's geared to diversity/EEO staff, HR directors, and ADR coordinators.

The event was created to discuss the challenges VA leaders experience in the areas of diversity, human resources, and equal employment opportunity, and to provide the necessary tools to deal more effectively with conflict and diversity issues. FPMI Communications is handling registration. You may call them at (256) 539-1850, or e-mail your inquiries to conferences@fpmi.com.

► More info: www.national-leaders-conference.org

~~~~~

#### **Mark Your Calendars: 22nd National Veterans Wheelchair Games**

When: July 9-13, 2002

Where: Cleveland

The National Veterans Wheelchair Games, presented by VA and Paralyzed Veterans of America (PVA), is the largest annual wheelchair sports event in the world. It's hosted this year

by the Louis Stokes Cleveland VA Medical Center and the Buckeye Chapter of PVA.

► More info: [www.va.gov/vetevent/nvwg/2002](http://www.va.gov/vetevent/nvwg/2002)

~~~~~

Hats Off to CAP

VA announces a partnership with the Department of Defense Computer/Electronic Accommodations Program (CAP). The centrally funded CAP works with agencies to help ensure inclusion and productivity for government employees with visual, hearing, and dexterity disabilities. It also support Executive Order 13163, which focuses on hiring and advancing Federal workers with disabilities at all levels and occupations.

To learn how this program can help workers at your facility, contact Noemi Pizarro-Hyman, National Program Manager for People with Disabilities, at (202) 273-8921.

► More info: www.tricare.osd.mil/cap

~~~~~

*To join our free weekly e-news service, send an e-mail to [dmeeo@mail.va.gov](mailto:dmeeo@mail.va.gov) with SUBSCRIBE NEWSLINK in the subject line.*

## SPOTLIGHT

### White House Executive Order 13216

---

Executive Order 13216 amends E.O. 13125 of June 1999, "Increasing Participation of Asian Americans and Pacific Islanders in Federal Programs."

It extends the President's Advisory Commission on Asian Americans and Pacific Islanders (AAPIs) by 2 years (to June 7, 2003) and changes the title of the Order to "Increasing Opportunity and Improving Quality of Life of Asian Americans and Pacific Islanders."

The Department of Health and Human Services (HHS) leads the Order-mandated White House Initiative on AAPIs, which is an interagency working group that advises the HHS Secretary on implementing and coordinating Federal programs as they relate to AAPIs.

For further information on this Order, visit [www.aapi.gov](http://www.aapi.gov).

#### **For More Info**

To learn more about Executive Orders, visit [www.va.gov/dmeeo](http://www.va.gov/dmeeo) and click on the White House Initiatives link.

## INSIDE STORY

### How to Get Started Using VSSC Data

The VISN Support Service Center (VSSC) offers online access to reports and databases that provide summary data on individual occupations by race/ethnicity and gender, as well as disabilities.

In VA, Computer Output Identification Number Personnel and Accounting Integrated Data (COIN PAID) reports have traditionally provided this data. Users may now access it at <http://vssc.med.va.gov>. The table on the right, prepared by EEO Manager Lenore Jacobs, shows links between COIN PAID and VSSC reports.

Ready to try it? Open the site and click on Human Resources on the left, then select a report name. If you're unable to access the site or if the program prompts for a password, contact your computer support staff to configure the PC.

Select the desired variables (year, organization, pay plan, and so forth). Click the box below the selection to see the report with all variables.

A screen will appear showing elapsed time as the report is processing; most reports are available in less than a minute. The reports can be printed, copied into another format, or downloaded.

| TOPIC                              | COIN PAID           | VSSC REPORTS                                   |
|------------------------------------|---------------------|------------------------------------------------|
| Onboard count                      | #173/E3             | - Race and Gender<br>- Diversity Change        |
| Hires: last year                   | #174                | - Workforce Planning Guide                     |
| Separations: last year             | Ad hoc<br>#AD01-133 | - Workforce Planning Guide                     |
| Retirement eligibility (current)   | Ad hoc<br>#153N     | - Workforce Planning Guide                     |
| Retirement eligibility (projected) | Ad hoc<br>#153N     | - Workforce Planning Guide                     |
| Leadership pipeline                | #173/E1             | - Succession Planning Guide                    |
| Targeted disabilities              | #163                | - Targeted Disabilities<br>- Disability Change |
| Disabled vets                      | #204                | (in development)                               |

For more information, visit our Web page at [www.va.gov/dmeeo/workforceanalysis.htm](http://www.va.gov/dmeeo/workforceanalysis.htm).

## SPECIAL EMPHASIS

### Amarillo VA Health Care System: Award-Winning Disabilities Employment Program



*Don't mess with this Texas facility when it comes to hiring people with disabilities.*

The State of Texas Governor's Committee on People With Disabilities selected the Amarillo VA Health Care System as

Federal Public Employer of the Year last fall. The award cited the organization's model program, strong leadership, and commitment to recruit, employ, and advance Texans with disabilities. The awards don't stop there, though. The facility also garnered 1997 and 2000 Outstanding Employer of the Year awards from the city of Amarillo's Advisory Commission for People With Disabilities.

The facility employs an enviable representation of people with disabilities—around 10 percent. What's its secret to success? According to EEO Manager Veronica Kahn, the key is leadership.

Director Wallace Hopkins has developed an exceptional, well-rounded EEO Program at the facility, says Kahn. "Without his support, the program simply would not have come about." He created the program and is its staunchest supporter. "He has a lot of employee-friendly programs," Kahn adds, "and he leads by example."

Training is another hot tool for this program. It's used to increase staff awareness about hiring people with disabilities, and supervisors and managers are reminded constantly of Federal appointments, policies, and regulations available for employing people with disabilities. Kahn says the facility also works closely with the Texas Panhandle Mental Health Mental Retardation group and other community organizations to locate potential applicants.

For more information on the program, contact Veronica Kahn at (806) 355-9703 (ext. 7488) or e-mail her at [Veronica.Kahn@med.va.gov](mailto:Veronica.Kahn@med.va.gov).

## Diversity@Work

Newsletter published bimonthly  
by the Office of  
Diversity Management & Equal  
Employment Opportunity.  
To subscribe or unsubscribe,  
send an e-mail request to  
dmeeo@mail.va.gov.

### CONTACT US

**Mail:**  
Department of Veterans Affairs  
Office of DM&EEO (06)  
810 Vermont Avenue, NW  
Washington, DC 20420

**Phone:**  
(202) 273-5888/7632

**Fax:**  
(202) 273-9942

**E-mail the Editor:**  
dmeeo@mail.va.gov  
(See our Web site for  
staff e-mail addresses.)

### COMING SOON

- ⇒ Part II of our interview  
with Dr. Mackay
- ⇒ Women's Equality  
Day and HBCU Week
- ⇒ National Veterans  
Golden Age Games
- ⇒ More news, tips, and  
tools!

## DM&EEO ONLINE

The mission of the Office of DM&EEO is to provide leadership in creating and sustaining a diverse workforce free of discrimination at the Department of Veterans Affairs. Here's a sampling of new online tools that can help you promote workplace diversity and enhance the employment of minorities, women, veterans, and people with disabilities:

- National APA Heritage Month resources
- VA Library Network resource lists
- DM&EEO event planning tool

Bookmark our site; we're here to serve you. And drop us an e-mail to tell us how we're doing!



## 2002 CALENDAR

**National Asian Pacific  
American Heritage Month**  
May

**Federal Asian Pacific American  
Council Congressional  
Seminar & National Leadership  
Training Conference**  
Washington, DC  
May 20-23  
[www.fapac.org](http://www.fapac.org)

**National Image Training  
Conference & Convention**  
Las Vegas, NV  
May 26-June 2  
[www.nationalimageinc.org](http://www.nationalimageinc.org)

**Workforce Analysis & Succession  
Planning Training**  
Washington, DC  
June 3, 10, 17  
(202) 619-5151

**League of United Latin  
American Citizens National  
Convention**  
Houston, TX  
June 23-29  
[www.lulac.org](http://www.lulac.org)



*Looking ahead:*

**National Leaders Conference**  
July 15-18  
[www.national-leaders-conference.org](http://www.national-leaders-conference.org)

**Federally Employed Women  
National Training Program**  
July 22-26  
[www.few.org](http://www.few.org)

**Blacks in Government National  
Training Conference**  
August 26-30  
[www.bignet.org](http://www.bignet.org)

*For more events, visit our Web  
site and select the [Calendar](#) link.*